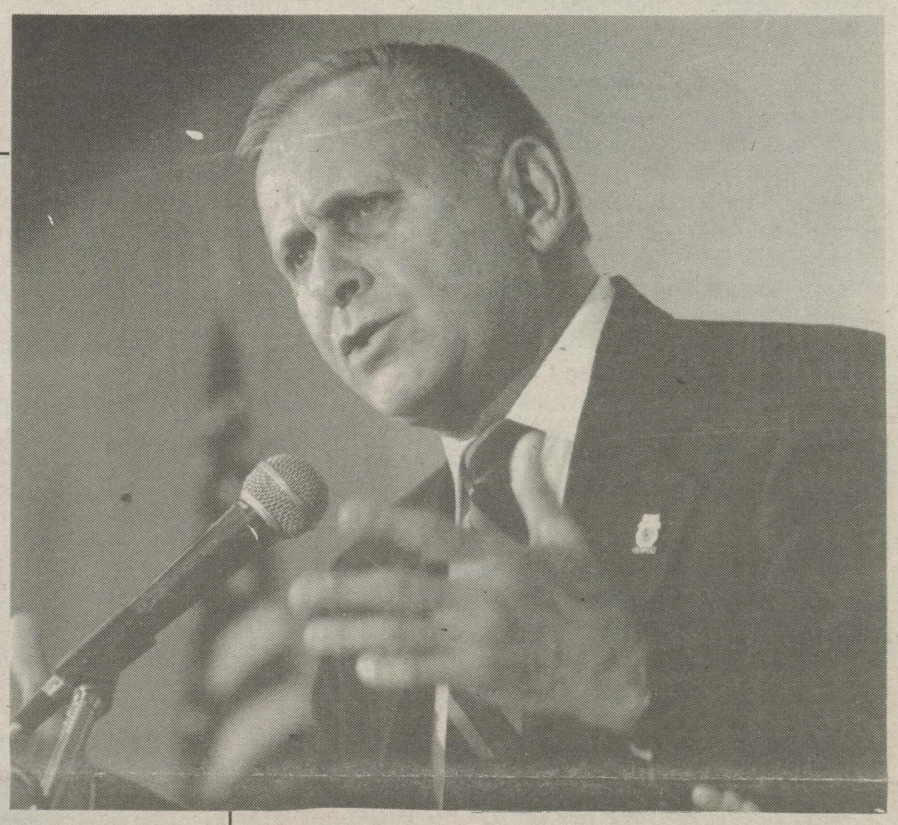
Special 4-page Election Issue

Convoy Dispatch

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 December 1996 #155

"It's not about individuals. It is not about me. It is not about the slate members. And for sure, it is not about Junior. What it is about, it's about the future. It is about our families. It is about a strong labor movement. About a labor movement that is honest, working in the interests of its members. It is about our children and our grandchildren. That is what is at stake. *We cannot afford to go back to the weakness and corruption of the past.*"

Ron Carey
TDU Convention, Oct. 12, St. Louis



Ballots in Mail Nov. 8

Teamsters: Use Your Right to Vote!

In November every Teamster will have the chance to help shape the future of our union. The court-appointed Election Officer will mail 1.4 million ballots out on Nov. 8, and will begin to count the returns on Dec. 10.

It's Up To Us

It's up to us to make it succeed.

There are those who want this experiment in Teamster democracy to fail. The employers who want a lap-dog union don't want Teamster members involved and informed. The mob who want their old deals in place don't, either. And the old guard officials who have kept us in the dark for years sure as hell want to see our democracy fail.

Those old guard officials are the force behind the Junior Hoffa Slate. They've put up millions of dollars for a last ditch effort to suppress the election turnout, with negative mailings. Those mailings are designed to make Teamsters just want this election to be over.

Don't let them snuff out our democracy.

Our Chance to Go Forward

Ron Carey is willing to innovate, to open up this union to the members, and to take on the employers. He's not perfect, but with Carey at the helm we've got a good chance to enter the next century with our Teamsters union growing in numbers, strength, democracy and pride.

Junior Hoffa's crowd would take this union backward. Back to "local autonomy," goon squads, and warmed-over notions from the 1950s. It's a formula for protecting corrupt officials from the rank and file.

The Power Is In Our Hands

The power is in the hands of Teamsters like you. Take the time to talk to every Teamster you can about the election. Act like your future depends on what we do in the days to come. Because it does.

Deathbed Conversion?

Why They Have to Lie

A deathbed conversion, where the scoundrel suddenly gets religion, is always suspect. The old guard officialdom are on their deathbed, hoping for a miracle cure in this election. And they've suddenly "converted" to reform.

To read the Hoffa advertising pages in the *Teamster* magazine, you would think the old guard officials suddenly were against their own multiple salaries, multiple pensions, and lavish perks.

They featured Hoffa's new boy, Sam Theodus. Theodus got elected as a reformer in 1991 on the Ron Carey Slate and with the active support of TDU. Then he decided he liked the perks after all.

Theodus went back on his own campaign pledge and took multiple salaries. He opposed Carey's move to eliminate the officials-only multiple pension plan. He opposed abolishing the Area Conferences (which paid 63 multiple salaries). He directed his local to go against the UPS safety strike. He opposed every reform Carey fought for.

TDU could no longer support Theodus. ***Neither could the members of his own Local 407. After he sold out, he couldn't even get elected delegate in his own local!*** So this ex-reformer found a new home on the Junior Hoffa Slate.

Why the Conversion?

Why do they pretend to be reformers, instead of campaigning truthfully? They could say they want to return to the policies and leaders who were in power before 1991. Goon squads. Multiple salaries. Hiring relatives. No organizing department at the International.

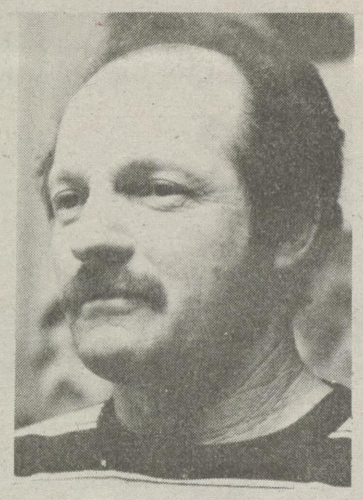
They know the members won't go for it. So they lie. They pretend they are reformers, when in truth they are the people that fight every reform we win.

They fought the Right to Vote. They fought Majority Rule on Contracts. They fought having an Ethical Practices Committee. They fought every trusteeship action taken against corrupt officials. They fought abolishing multiple pensions and the Area Conferences. If they get in power, their policies are coming back.

Last minute slick brochures, paid for with your money that made them rich, will be mailed to all members. Teamsters who are not educated may think these guys really are reformers.

It's up to us to make democracy work. Talk to your fellow Teamsters. Join the campaign to Get Out The Vote. Vote for the people who are carrying out reform, not lying about it.

I appeal to all carhaulers and all Teamsters to join TDU today. TDU has been fighting for us for 20 years. The corporate campaigns that I and other carhaulers are involved in right now against Toyota, Honda and Volkswagen would not be happening without TDU and reform leadership at the International.
Join TDU and be part of the reform movement that is working to make our union strong again.
Jerry Hudson
Local 287 retired carhauler
San Jose, Calif.



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

❑ Other _____ Optional: Spouse's name _____

❑ $35 one-year's membership & subscription to *Convoy Dispatch.*

❑ $85 three-year membership fee. ($10 shall be rebated to the local chapter.)

❑ $20 for spouses, retirees and Teamsters who gross less than $17,000 a year.

❑ Check or money order
❑ Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210
TDU membership is kept confidential from employers.
TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

If the Bosses Could Vote, They'd Vote for Junior Hoffa!

Employers Long For Past, Fear the Future

"In all honesty, my client's interests are best served by a return to the Old Teamsters."
—September 3, 1995

Those are the words of Gary Marsack, a grocery industry executive who represents Roundy's Inc. and other Teamster employers. Marsack has a warm feeling in his heart when he thinks about his relationship with old guard officials—national corporations like Fleming, Kroger, Supervalu, and others across a wide variety of industries whipsaw isolated local unions, forcing concessions down our throats contract after contract while "labor leaders" like Jackie Presser, Roy Williams, and their disciples on the Hoffa slate stand idly by.

Marsack longs for the days when his old guard friends were at the top of our union, but he's more worried about the future—a future with Ron Carey and a progressive leadership into the next century. He fears the days ahead, when people like Larry Brennan and other old guard officials will fade away and local unions will step up their efforts to coordinate bargaining strategies with major employers. He fears the days ahead when we step up our efforts toward building more national Teamster contracts. He fears the corporate campaigns that might rain down on a disagreeable employer and worst of all he fears a mobilized, educated membership that will enforce the contract and control the shop floor.

By the way, your employers may be smarter than you think. They're not waiting till Dec. 11 to find out who will win this election. Marsack and his ilk are already hard at work figuring new ways to go on the attack against an activist union led by the Carey slate.

Halloween may be over but it's not too late to put a scare into your boss — Vote the Ron Carey Slate.

Hoffa Plays Politics With Our Strike Fund

Richard Crawford
Local 20
Toledo, Ohio

I can't believe that Junior Hoffa and Les Singer have the nerve to use our International Strike Fund as a campaign issue. They led the old guard in opposing Ron Carey's efforts to build a strike fund. I know, because I am a 20-year member of Singer's Local 20 in Toledo, Ohio.

After leading the opposition to an International Strike Fund, Hoffa and Singer shoved the Ohio/Michigan Strike Fund down our throats.

The Ohio/Michigan Strike Fund went broke after only eight weeks. Ask the Detroit newspaper strikers what benefits they are getting from the Hoffa and Singer fund. The answer is none. Ask the same strikers how much help they are getting from Hoffa to resolve their strike. Hoffa can't even help members in his own area, what could he do with the International union?

Don't be fooled. If Hoffa and Singer cared about our International Strike Fund, why did they start their own local fund? It was a deliberate scheme to weaken Carey's attempt to build a strong fund that would protect all Teamster members and their families. Everyone should know there is safety in numbers, and 1.4 million members is a pretty safe number.

I'm voting the Carey Slate. What about you?

TDU's Vision and the Ron Carey Slate's Record

The TDU movement just recently celebrated our 20th birthday. For most of that 20 year period, we were in a much different union.

We did not have the Right to Vote for our top officers.

Our top leaders went to jail one after another. The very name of the Teamsters was synomous with corruption and the mob.

Money and endorsements were given to anti-labor politicians in return for leniency in sentencing or presidential pardons.

It took a two-thirds vote to turn down a contract.

Sweetheart deals and employer payoffs were too common.

But we had dreams of a better Teamsters union and worked to make them reality.

We wanted a union that was democratic from the top to the bottom. We wanted an Ethical Practices Committee and a commitment to root out corruption. We wanted a union that went out there and organized and that worked to educate and involve rank and file Teamsters.

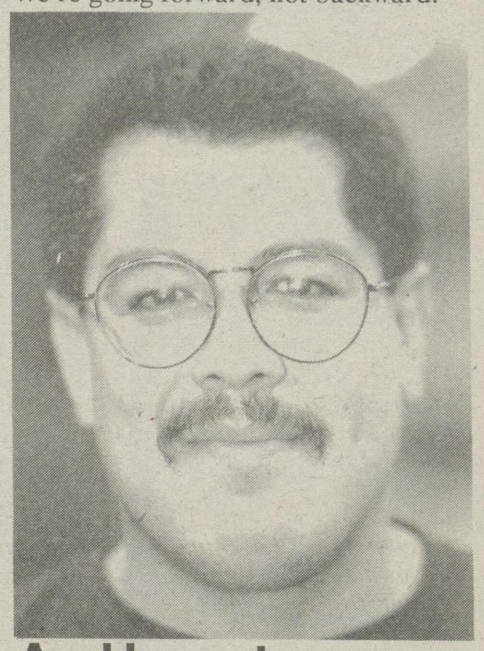
We wanted a union that would proudly stand up to the employers. And we wanted a union that could help revitalize the whole labor movement.

We support Ron Carey because he's kept his promise to take us down that road. It's only a start, but he's ready to lead this union further and faster when we get the old guard out of our way.

In his first five years Ron Carey has made us once more proud to be Teamsters by:

- **Waging war on officers-only perks.** He sold the jets and limousines and cut his own salary. He abolished the conferences, saving $15 million a year, mostly in officers salaries. He abolished several officers-only multiple pension plans. And he cut salaries at the marble palace.
- **Winning the largest pension contribution increases in history from employers** for Teamsters under national contracts while continuing to pressure the fund trustees to turn these record contributions into benefit increases.
- **Establishing an Ethical Practices Committee** and ordering over 65 temporary trusteeships as he continues to root out corruption in our union.
- **Strenghthening the trade divisions** so that food processing and warehouse employees, car rental agents, flight attendants, public employees and others are no longer "forgotten Teamsters."
- **Creating a Corporate Strategies Department** that helps locals win contract struggles through SMART strategies.
- **Establishing a Human Rights Commission** and holding the first-ever Teamsters Civil Rights Conference. Materials and educational programs for our Spanish-speaking members are continuously being developed.
- **Reversing a 16-year decline in Teamster membership** so that we are once again growing, while balancing the budget for the first time since 1983.
- **Showing UPS, the freight companies, the Carhaul companies, and others that the Teamsters are unafraid to strike if necessary.**

We support Ron Carey and his slate because they are "putting the members first." Junior and his cronies want to return our union to the days when the union was a giant cookie jar for officers and the members were an inconvenient necessity. We've had enough of that. We're going forward, not backward.



An Urgent Message to UPS Teamsters

Art Ramirez
UPS Feeder Driver
Local 344, Milwaukee

I have been a Teamster at UPS for 22 years. Has there ever been a Teamster president in our history who understands UPS like Ron Carey? Carey worked there for 12 years and has never stopped listening to the members. Carey has a plan and it's already in action seven months before the contract expires.

Carey demands respect for Teamsters who work hard to make UPS profitable. I know, I've been terminated from UPS, but I'm still working under the "innocent until proven guilty" provision of our contract. Hoffa's cronies said we would never get that clause. We did and we sent a strong message to UPS that we demand respect from our bosses.

That's why Carey took us out for one day on the over-70 pound issue. Hoffa's cronies ordered members to scab. That's why the International hasn't approved a subcontracting feeder run in over a year while UPS tries to eliminate good Teamster jobs. Hoffa and his team can't or won't enforce these policies, but they want to negotiate the next **two** UPS contracts!

There's more to do, especially for part-timers at UPS. We have to stand side by side with part-timers and with Carey and fight for a strong contract.

Let's show UPS how strong we are—when the ballots are counted let's send them a strong message that 180,000 UPS Teamsters are standing united behind Ron Carey for 1997.

Campaigning in the Final Days

What You Can Do to Get Out the Vote

Democracy only works when members participate. We fought for and won the right to vote because we believed the best way to clean up our union was by putting the decision of electing our top leaders in the hands of the membership. It's working. But democracy is fragile and it only works when members participate.

Concerned Teamsters like yourself can help increase voter turn-out by talking to other Teamsters. The old guard is spending millions of dollars on negative attacks in a cynical attempt to turn people away from voting. You can counteract their message by getting involved.

Here are some simple things you can do to help:

- Talk to five co-workers you haven't talked to already about the election.
- Maintain Carey Slate literature on the bulletin board.
- Increase visibility: Wear a Carey sticker, cap, T-shirt or windbreaker.
- Invite a few co-workers to view "No Mob Rule" at your house.
- Encourage other Teamsters to wear a Carey sticker or hat.
- Post signs outside your workplace.
- Get co-workers to put bumper stickers on their cars.
- Volunteer to help your local Carey committee.
- Distribute *Convoy Dispatch* and Carey literature.

Need materials or more information? Contact TDU at (313) 842-2600 or the Ron Carey Campaign at (202) 393-8197.

Election Facts

- Your vote is secret and will be handled by the staff of the impartial Election Officer.
- Do not remove or deface your return address label on the return envelope. It will identify you as an eligible voter. The secret ballot envelope containing your ballot will be removed and mixed with other ballots before it is opened.
- If you make a mistake marking your ballot, or if you do not receive a ballot by Nov. 20, call 800-691-2221 for a duplicate.
- You can maximize the power of your vote by marking the Slate Voting Box at the top of the ballot.
- Ballots must be received by the Election Officer before 9 a.m. on Dec. 10 to be counted.

Don't Waste Your Vote

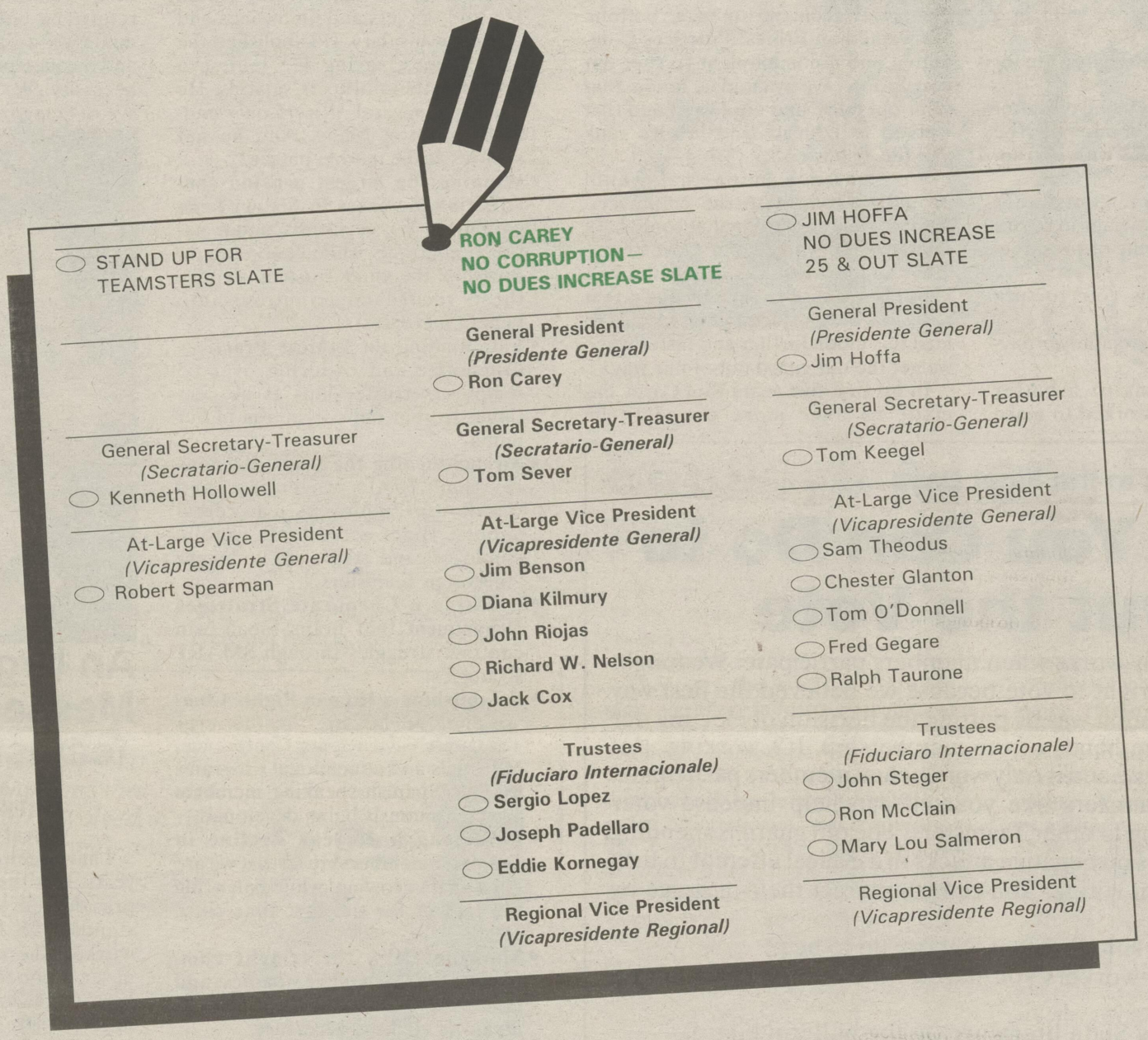
Vote the Whole Slate

If you support Ron Carey and oppose the old guard officials, you should mark the Slate Voting Box next to the Ron Carey Slate at the top of the ballot. In this way, you will maximize the impact of your vote.

Here's why. If Carey supporters split their ticket, voting for Carey and most of his team but one or two candidates on the Hoffa Slate, they dilute their vote. And if Hoffa supporters vote their straight ticket, we could end up with a General Executive Board dominated by the old guard, who could roadblock every Carey program. And we believe almost all Hoffa supporters will in fact vote a straight ticket.

So if you want to make the most of your Right to Vote, put the whole team on the field—vote the Ron Carey Slate.

USE YOUR RIGHT TO VOTE!



STAND UP FOR TEAMSTERS SLATE

General Secretary-Treasurer
(Secratario-General)
Kenneth Hollowell

At-Large Vice President
(Vicapresidente General)
Robert Spearman

RON CAREY
NO CORRUPTION—
NO DUES INCREASE SLATE

General President
(Presidente General)
Ron Carey

General Secretary-Treasurer
(Secratario-General)
Tom Sever

At-Large Vice President
(Vicapresidente General)
Jim Benson
Diana Kilmury
John Riojas
Richard W. Nelson
Jack Cox

Trustees
(Fiduciaro Internacionale)
Sergio Lopez
Joseph Padellaro
Eddie Kornegay

Regional Vice President
(Vicapresidente Regional)

JIM HOFFA
NO DUES INCREASE
25 & OUT SLATE

General President
(Presidente General)
Jim Hoffa

General Secretary-Treasurer
(Secratario-General)
Tom Keegel

At-Large Vice President
(Vicapresidente General)
Sam Theodus
Chester Glanton
Tom O'Donnell
Fred Gegare
Ralph Taurone

Trustees
(Fiduciaro Internacionale)
John Steger
Ron McClain
Mary Lou Salmeron

Regional Vice President
(Vicapresidente Regional)

Don't Be Left Out

The Future of Our Union Is In Your Hands

Elect the ⬭ RON CAREY
No Corruption— No Dues Increase Slate